

Code of Ethics of TOS VARNSDORF a.s.

Foreword

The Company's core values

The core values of TOS VARNSDORF a.s. include mutual respect, trust, respect, decency, strengthening positive interpersonal relationships, and maintaining a high level of professionalism in relation to employees, customers, business partners, suppliers, investors and the general public. The Company's management is fully aware of its social responsibility and declares that it will be guided by these values and moral standards in its decision-making processes. It also obliges its employees to comply with these values in their day-to-day activities.

Objectives of the Code of Ethics:

- in relation to employees: creating of a favourable working environment with a friendly atmosphere, zero tolerance of any form of discrimination, support for personal and professional growth of all employees
- in relation to customers and business partners: securing long-term fair relationships based on mutual trust, respect and professionalism
- in relation to the public: maintaining and strengthening the good name and reputation of a socially responsible company supporting the development of the engineering sector in the Czech Republic

Standards of conduct and the Company's commitment to protecting employees

Management and senior employees are role models of moral and ethical values for other employees and are responsible for ensuring that subordinate employees adhere to the Code of Ethics. TOS VARNSDORF a.s. requires its employees to behave in accordance with the following.

In the field of interpersonal and labour relations

We place emphasis on creating a welcoming and dignified working environment based on positive interpersonal relationships, a friendly atmosphere and mutual trust.

We support employees in their professional and personal development.

We respect and honour human rights and fundamental freedoms, especially the right to life and health, the inviolability of the person and his or her privacy, the right to preserve human dignity, personal honour and reputation, freedom of thought, religion and expression.

We apply the principles of teamwork in our work. We respect each other and our colleagues.

We adhere to the general principles of decency, good manners and honesty. We make any critical suggestions against our colleagues factually, fairly and on the basis of objective grounds, not emotions.

We treat other employees and other persons with whom we come into contact in the course of our duties equally at all times, regardless of their race, ethnicity, gender, nationality, religion, ideology, health, age or sexual identity.

We acknowledge that any form of harassment, humiliation, sexual coercion, intimidation, whether physical or verbal, is inappropriate and unacceptable.

In the area of compliance with legal regulations and other binding standards

In all areas of our work activities, we comply with generally binding legal regulations (Labour Code, etc.) as well as all internal Company regulations, directives and other employer regulations.

We do not tolerate the commission of any criminal activity.

We make sure the employer's interests are protected while carrying out our daily work duties.

We are committed to the principles of sustainability. We comply with work safety, fire protection, health and environmental regulations. We do not waste energy or other resources.

In accordance with internal regulations, we protect all tangible and intangible Company assets, especially against damage, theft or misuse.

In the area of conflicts of interest

We take a position of impartiality in our decision-making and promote fair competition.

We seek to prevent anyone from abusing their position to gain undue advantage. We try to avoid situations that could lead to conflicts of interest.

We inform the employer without delay of all non-work activities and relationships that could be considered a conflict of interest (other gainful activities, private activities including political functions, etc.).

Gifts and small gifts are accepted and given with caution only if they are judged appropriate in each particular case. In case of doubt, we refer to our supervisor.

In the field of public and media communication

We maintain loyalty to the Company and protect the employer's good name and reputation.

We release statements to the media only if we are authorised to do so by the Company's management.

When communicating on social media from a private profile, we do not speak on behalf of the Company and do not share internal information of the Company or its business partners.

In the event of complaints or suspected violations of labour law by the employer, the employee may file a complaint with the Company's management or the trade union.

For complaints and suggestions for improvement, every employee has the option of using the anonymous trust box, the whistleblowing channel on the Company's website or contacting his or her line manager.

Final provisions

The Code of Ethics is binding for all employees of TOS VARNSDORF a.s. Employee actions that are in direct conflict with this document may be considered a serious breach of work duties.